

**MEDIAN STATISTICAL SIGNIFICANCE ANALYSIS**  
 Emps. Grouped by Pay Grade

**CONFIDENTIAL**

Employee Group	Emps. in Group	Comp. Median	Females vs. Males					Minorities vs. Non-minorities					Stat. Sig. Indicated for: Std. Dev <= -2.0 or Fisher Exact < 0.025
			Fem. Emps.	Fem. Above Median	Male Emps.	Male Above Median	# of Std. Devs.	Min. Emps.	Min. Above Median	Non-min. Emps.	Non-min. Above Median	# of Std. Devs.	
E01	190	47,479	98	51	92	44	0.58	73	34	117	61	-0.75	
E02	172	63,401	91	48	81	38	0.76	64	37	108	49	1.58	
E03	190	77,065	93	51	97	44	1.31	74	35	116	60	-0.60	
E04	140	92,015	60	28	80	42	-0.68	55	26	85	44	-0.52	
E05	138	107,963	71	36	67	33	0.17	55	29	83	40	0.52	
N04	42	23,263	23	11	19	10	-0.31	23	11	19	10	-0.31	
N05	183	31,869	86	43	97	49	-0.07	66	31	117	61	-0.67	
X03	1	375,812			1	1	1.000*			1	1	1.000*	

\* Fisher Exact used when fewer than 30 employees in Employee Group, otherwise Chi-squared